

Key findings from the SSA

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Purpose of SSAs

- improve supply of skills to each sector of the economy*
- identify sector's skills priorities and resources currently available to it for skills development*
- with individual members of the Scottish stakeholders group (namely, HIE, Scottish Enterprise, Careers Scotland, Learndirect Scotland, STUC, Jobcentre Plus, SQA, SFC) match our priorities to theirs*
- maximise stakeholders' resources to meet sector's needs.*

Sector Skills Agreement process

Methodology in Scotland:

- *review of previous relevant Scottish reports;*
- *analysis of national datasets (LFS, ABI);*
- *employers survey (300+ workplaces) ;*
- *users and carers survey;*
- *consultation events (5);*
- *skills supply discussions (4);*
- *regular bi-lateral meetings with Scottish stakeholders*

Key findings

A “growth sector”

- workforce in 1995 – 97,000

- workforce in 2007 – 162,000

(Source: Labour Force Survey)

- growth of 67% or just under 5,000 new staff members p.a.

Changing employment patterns

-1995 - 56% of staff employed by local authorities

- 2004 - 42% of staff employed by local authorities

(Source: Labour Force Survey)

Qualifications

- less than 50% of workforce has a relevant qualification

Key findings (cont'd)

Demographic change

- *over-65 population increased by 13% between 1981 and 2006*
- *over-65 population projected to increase by 60+% between 2006 and 2031*
- *over-65 population in 2009 1 in 6 of total population*
- *over-65 population in 2029 projected to be 1 in 4 of total population*
- *oldest old age groups increasing at fastest rate (e.g. over-90's to increase by 200% between 2009 and 2029).*

(Source: GROS)

Expected future service demand

- *impact of demographic change on service demand*
- *implementation of Government policy – e.g. increased levels of free childcare for 3 and 4 year olds*

Key findings (cont'd)

Skills demands

- *Registration – Care Commission and SSSC*
- *Other obligatory training demands, e.g.*
 - *health and safety*
 - *moving and handling*
 - *protection of vulnerable adults*
- *Soft or core skills, namely*
 - *written and oral communication*
 - *team working*
 - *literacy*
- *Rural employers and employees – access to training*
- *Client specific training*

Key findings (cont'd)

Available awards

-broad range currently available which fit with registration requirements

- SVQs at levels 2, 3 and 4 in Health & Social Care (HSC) and Children's Care Learning & Development (CCLD)*
- SVQ level 4 in Leadership & Management of care services*
- Skills sets at levels 2, 3 and 4*
- HNCs in social care and childcare*
- suite of PDAs and SPAs*
- Degree in social work*
- Childhood Practice award*
- Mental Health Officer's award*
- Practice Learning Qualifications (Social Services)*

Uptake of awards

SVQs

- 85,000 registrations in care SVQs between April 2000 and December 2008.

	Registrations		
	2006	2007	2008
<i>Level 2</i>	4,680	6,944	5,185
<i>Level 3</i>	6,371	5,923	4,857
<i>Level 4</i>	1,345	1,527	1,347
<i>Total</i>	12,396	14,394	11,377

Uptake of awards (cont'd)

Modern Apprenticeships

	<i>HSC registrations</i>	<i>CCLD registrations</i>	<i>Total registrations</i>
<i>2005/06</i>	2,507	822	3,329
<i>2006/07</i>	1,053	786	1,839
<i>2007/08</i>	819	838	1,657
<i>2008/09</i>	158	523	681

Uptake of awards (cont'd)

HNCs enrolments in FE Colleges

<i>Year</i>	<i>SC/SWS</i>	<i>CCS</i>	<i>All Superclasses</i>
<i>HNC 04/05</i>	<i>2,584</i>	<i>1,775</i>	<i>20,750</i>
<i>HNC 07/08</i>	<i>1,892</i>	<i>1,368</i>	<i>18,863</i>

Summary

- sector has expanded significantly and expects increasing service demand in short, medium and longer term;
- range of available awards is good;
- uptake has been good for much of last 10 years;
- uptake in SVQs and HNCs beginning to drop;
- concerns over reductions in funding for MAs, ESF and local authorities and Childcare partnerships.

The Challenge

- how can the sector and its employers best work together with training providers to maximise available resources to meet the skills demands of the sector now and in the future?